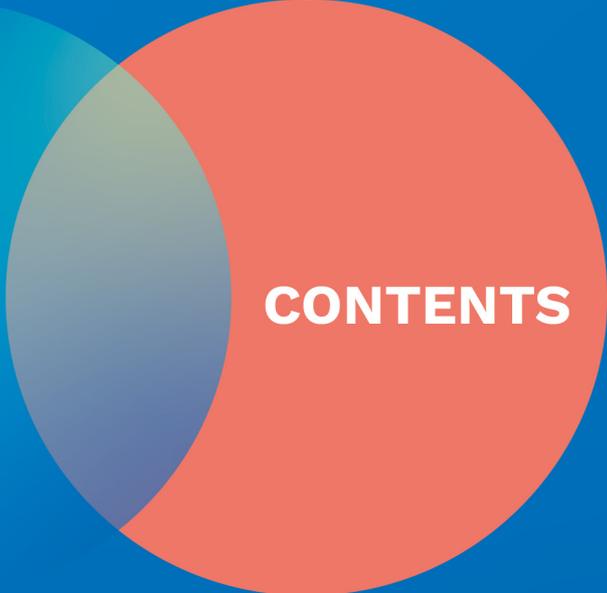


Stakeholder Engagement Policy

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1. Introduction

- 1.1. The Company's strategy focuses on creating sustainable long-term value and considers the impact the Company's actions have on people and the environment. In this respect, the views of the Company's Stakeholders are important and contribute fundamentally to driving the Company's success.
- 1.2. The Company endeavors to develop an understanding of its Stakeholders' views and expectations through effective dialogue and regular engagement with Stakeholders.
- 1.3. This Stakeholder Engagement Policy (the "**Policy**") establishes the Company's corporate stakeholder engagement framework and aims to ensure its consistent application across the Company's activities worldwide.
- 1.4. Capitalized terms not defined in the Policy have the meaning ascribed thereto in Annex 1.

2. Scope of application of the Policy

The Policy applies to the Company and its affiliates and subsidiaries across their activities worldwide in relation to engagements for the purposes defined under Section 3 of the Policy.

3. Purpose of Stakeholder Engagement

General purpose

- 3.1. Stakeholder engagement takes place to ensure that the interests of the relevant Stakeholders are considered when defining the material aspects of the Company's sustainability strategy.
- 3.2. Engagement with Stakeholders may also occur for other purposes, including to promote the overall performance of the Company, to increase the Company's awareness and knowledge of one or more Stakeholders and to build social and relationship capital.
- 3.3. Engagement with Stakeholders is also central to the Company's sustainability materiality assessment. This includes processes to identify and assess actual and potential negative and positive impacts of the Group's activities, which then inform the assessment process to identify the material impacts for the purposes of sustainability reporting.
- 3.4. In addition to this Policy, the Company may adopt an operational Stakeholder Engagement Plan.

Specific purpose to be formulated by the Engagement Owner

- 3.5. Prior to engaging with an Engagement Counterparty, the Engagement Owner shall formulate the preliminary purpose of the engagement. During the engagement, the purpose of the engagement shall be reviewed and, where relevant, adjusted by the Engagement Owner taking into consideration the views presented by the Engagement Counterparty.

4. Stakeholders and Engagement Counterparties

Stakeholders mapping and attributes of Stakeholders

- 4.1. The Engagement Owner shall identify relevant Stakeholders with regard to the subject of the engagement, taking into account the following attributes:
- (a) *Dependency* – groups or individuals who are directly or indirectly dependent on the Group’s activities, products or services or on whom the Group is dependent in order to operate;
 - (b) *Responsibility* – groups or individuals to whom the Group has, or in the future may have, legal, commercial, operational and ethical or moral responsibilities;
 - (c) *Tension* – groups or individuals who need attention from the Group with regard to financial, wider economic, social or environmental issues;
 - (d) *Influence* – groups or individuals who may have an impact on the Group’s strategic or operational decision-making process; and
 - (e) *Diverse perspectives* – groups or individuals whose different views can lead to a new understanding of the situation and the identification of opportunities for action that may not otherwise occur.

Identification of Engagement Counterparties

- 4.2. Upon the identification of the relevant Stakeholders, the Engagement Owner shall identify potential Engagement Counterparties from among the identified Stakeholders. In doing so, the Engagement Owner may consider, without limitation, the following elements:
- (a) the Stakeholder engagement risks (see section 6 of the Policy);
 - (b) the interests of the potential Engagement Counterparty;
 - (c) the expertise of the potential Engagement Counterparty;
 - (d) the level of influence of the potential Engagement Counterparty;
 - (e) the reputation of the potential Engagement Counterparty;
 - (f) prior experiences with the Engagement Counterparty;
 - (g) the willingness of the potential Engagement Counterparty to engage; and
 - (h) the potential Engagement Counterparty's expectations of the engagement.
- 4.3. If warranted and irrespective of any statutory obligations, the Engagement Owner may identify employee participation bodies of the Group as an Engagement Counterparty.

5. Engagement Methods

- 5.1. The Engagement Owner shall determine the method(s) of engaging with the Engagement Counterparty that are best suited for the purpose of the engagement and considering the attributes of the Engagement Counterparty.
- 5.2. The engagement methods may include, without limitation:
- (a) written correspondence;
 - (b) one-on-one interviews;
 - (c) roundtables and expert meetings;
 - (d) investor meetings and conferences;
 - (e) customer and industry meetings and conferences;
 - (f) employee meetings;
 - (g) portals and hotlines;
 - (h) community outreach programs; and
 - (i) governmental and regulatory interactions.
- 5.3. In inviting an Engagement Counterparty to engage, the Engagement Owner shall typically specify the proposed purpose and the scope of the engagement, the engagement method, the contributions expected from the Engagement Counterparty as well as the identified benefits associated with the engagement.

6. Engagement Risks

- 6.1. The Engagement Owner shall assess potential risks associated with engaging with an Engagement Counterparty.
- 6.2. Based on such assessment, the Engagement Owner shall determine whether the engagement is in the interest of the Company. If it is not, the engagement shall not be entered into.
- 6.3. Potential Engagement Counterparty related risks may include, without limitation:
- (a) participation fatigue;
 - (b) lack of trust;
 - (c) unwillingness to engage;
 - (d) conflicting interests among Engagement Counterparties; and
 - (e) technical or other practical barriers.
- 6.4. Group related risks may include, without limitation:
- (a) damage to reputation;
 - (b) waste of financial and management resources;
 - (c) creation of conflicts of interest;
 - (d) raising expectations that the Group is unwilling or unable to fulfil; and
 - (e) non-compliance with legal requirements and internal policies and standards.

7. Disclosure of information, documenting the engagement and public reporting

Disclosure of information

- 7.1. Disclosure of information by the Engagement Owner shall at all times be in compliance with legal requirements and Company's policies and standards.

Documenting engagement output

- 7.2. The Engagement Owner shall document the outcome of the engagement and, where appropriate, develop a plan that articulates the actions the Group will undertake following the engagement.
- 7.3. If considered appropriate by the Engagement Owner, the Engagement Owner may communicate the key elements of the action plan to the Engagement Counterparty.

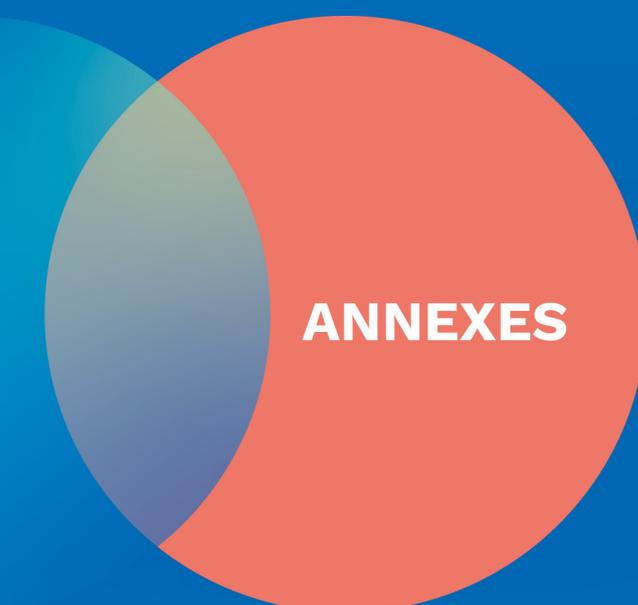
Public Reporting

- 7.4. The Company reports on its Stakeholder engagement in its annual Sustainability Report and as part of the Company's annual shareholder reporting.
- 7.5. The Company may also report on specific engagements to evidence the extent and range of its outreach and demonstrate how these contribute to the Group's sustainability strategy and activities. Any such reporting must be in compliance with the applicable reporting framework for the Company.
- 7.6. As a condition to entering into the engagement process, the Engagement Owner may request the Engagement Counterparty to commit that such Engagement Counterparty shall not publicly report on the engagement without the prior written consent of the Engagement Owner.

8. Policy Effectiveness and Amendment

- 8.1. The Policy has been approved by the Company's Board of Directors and is effective as of the date below.
- 8.2. The Policy may be amended by a resolution of the Company's Board of Directors. Unless the announcement specifies otherwise, amendments to the Policy enter into force from the moment that they are announced.
- 8.3. The Policy is governed by Dutch law.

Adopted on October 31, 2023, effective as of October 31, 2023.



ANNEXES

Annex 1 Definitions

- (a) **“Board”** means the board of directors of Technip Energies N.V.
- (b) **“Company”** means Technip Energies N.V.
- (c) **“Engagement Owner”** means a representative designated by or on behalf of the Board or the Company that is conducting or initiating the engagement process on behalf of the Company, the Group or a company of the Group
- (d) **“Engagement Counterparty”** means the counterparty of the Engagement Owner in the engagement
- (e) **“Group”** means Technip Energies N.V., its affiliates and subsidiaries
- (f) **“Stakeholders”** means those individuals or groups who can affect or be affected by the Group.

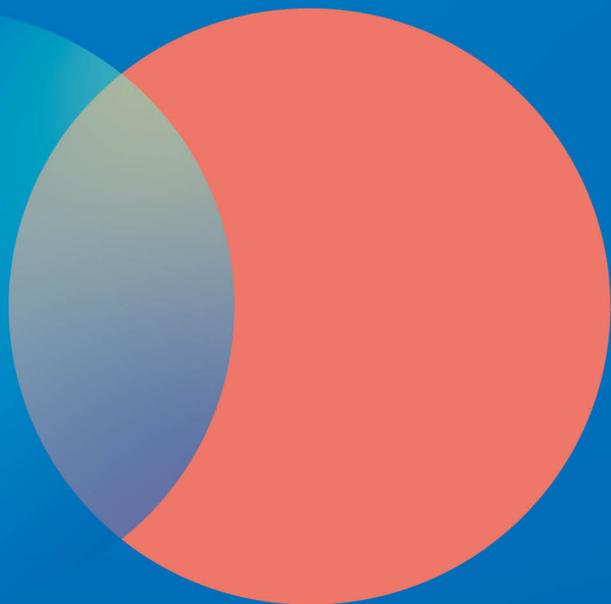
There are two main groups of stakeholders:

- i. **affected stakeholders:** individuals or groups whose interests are affected or could be affected – positively or negatively – by the Group’s activities and its direct and indirect business relationships across its value chain; and
- ii. **users of sustainability statements:** primary users of general-purpose financial reporting (e.g. existing and potential investors, lenders and other creditors including credit institutions), as well as other users, including the Group’s business partners, trade unions and social partners, civil society and non-governmental organizations, governments, analysts and academics.

Some, but not all, stakeholders may belong to both of the above groups.

In addition to the two categories of stakeholders listed above, common categories of stakeholders include employees, suppliers, consumers, customers, end-users, local communities and persons in vulnerable situations, public authorities including regulators, supervisors, central banks and the media industry.

- (g) **“Stakeholder Engagement”** means the process of interaction and dialogue between the Group and its Stakeholders that enables the Group to hear, understand and respond to the interests and concerns expressed by Stakeholders.



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A company incorporated under the laws
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under number 76122654

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